AMPELMANN

Ampelmann supplier Code of Conduct

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Foreword from management

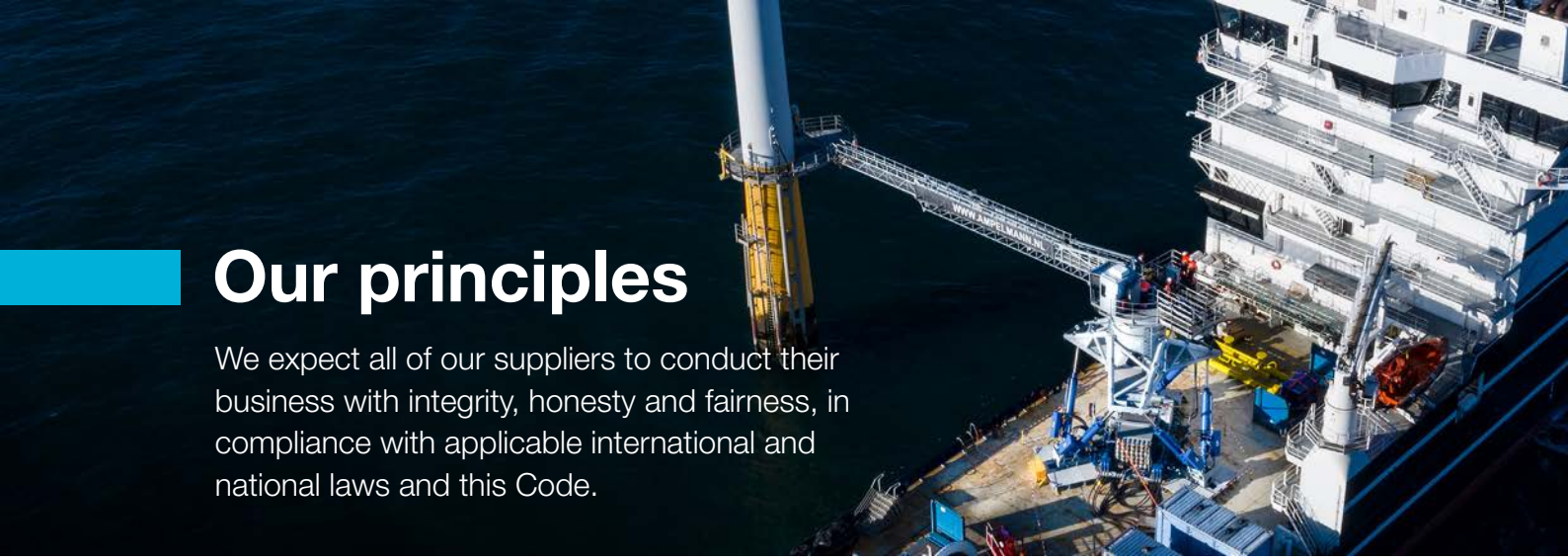
At Ampelmann, we believe that sustainable business and ethical conduct go hand in hand. Our mission, to safely and efficiently transfer people and cargo at sea, can only be fulfilled if our suppliers and business partners uphold the same standards and values that we do.

We expect all of our suppliers to embrace these principles not only on paper, but in practice as well. We welcome open dialogue on any questions or dilemmas that may arise. Please contact your Ampelmann contact person or reach out directly to the Compliance Officer at compliance@ampelmann.nl.

To whom does this Code apply?

This Code applies to all suppliers providing goods or services to Ampelmann. It forms an integral part of the agreement between the supplier and Ampelmann.

We also ask that suppliers promote the same principles in their relationships with their own customers, suppliers, and other business partners.



Our principles

We expect all of our suppliers to conduct their business with integrity, honesty and fairness, in compliance with applicable international and national laws and this Code.

Business principles

Quality and sustainability

Suppliers deliver high-quality services and products that are as sustainable as possible, at competitive market prices, with accurate information and within agreed leadtime.

Anti-bribery and corruption

Ampelmann does not tolerate any form of bribery or corruption. Suppliers do not offer, pay, request or accept bribes, facilitation payments or any other improper benefits.

Gifts and hospitality

Only reasonable gifts and hospitality in the ordinary course of business, in compliance with applicable law and without any intent to influence, are permitted.

Political contributions

Suppliers do not make financial contributions or donations in kind to political parties, officials or candidates, either on their own behalf or on behalf of Ampelmann.

Sanctions and export control

Suppliers do not engage in activities subject to international or national sanctions, do not enter into transactions with sanctioned parties, and comply with applicable export control regulations.

Quality and sustainability

Suppliers deliver high-quality services and products that are as sustainable as possible, at competitive market prices, with accurate information and within agreed leadtime.

Fair competition

Suppliers operate in fair competition by complying with applicable competition laws.

Intellectual property

Suppliers respect and protect intellectual property rights.

Conflicts of interest

Suppliers avoid all situations in which personal or financial interests may conflict with the interests of Ampelmann or with their role as a supplier.

Procurement and supply chain

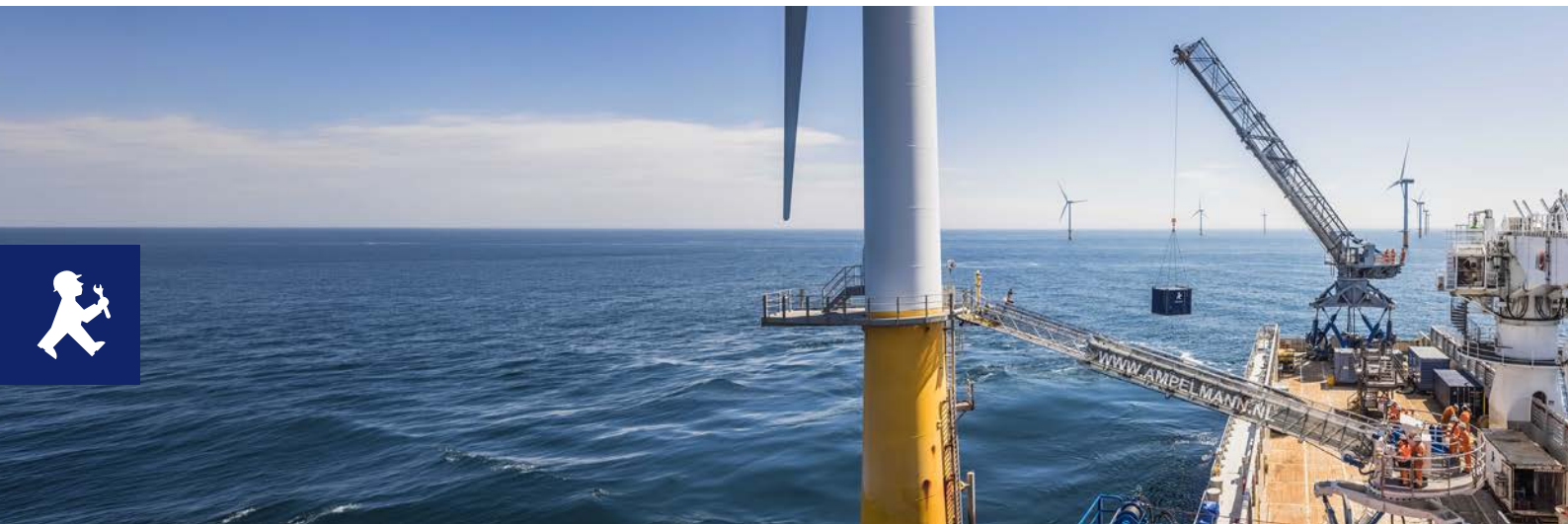
Suppliers select their own suppliers based on generally accepted market principles and in accordance with this Code. They pay fair market prices, meet payment obligations on time, and strive for sustainable, long-term relationships.

Taxes

Suppliers are responsible taxpayers and manage their tax affairs accurately and transparently, in accordance with both the law and the spirit of applicable tax legislation.

Information sharing and communications

Suppliers may not share information related to their work for Ampelmann via the press, television, radio, social media or the internet without the prior and explicit written approval of Ampelmann.



Human rights and labour principles

Ampelmann is committed to the principles of the United Nations Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and applicable national and international labour laws, including ILO conventions. We expect our suppliers to make the same commitment.

In practice, this means that suppliers:

Treat everyone in the course of their business with dignity, respect and fairness; seek to identify, prevent, minimise or mitigate adverse impacts related to human rights and labour; do not tolerate any form of forced or involuntary labour, modern slavery or human trafficking in their operations and projects; do not tolerate child labour and strictly apply national laws on the applicable statutory minimum age for workers; respect the rights of their employees to freedom of association and collective bargaining; foster a work culture based on trust, recognition and open communication; prevent and address discrimination, harassment, bullying, intimidation and abuse of authority in all their forms; apply fair employment practices and offer good, competitive terms and conditions of employment; ensure that all employees receive a living wage that covers their and their family's basic needs; and ensure that all employees work on the basis of a freely agreed, written employment contract with clear terms and conditions in a language they understand.

Environmental and social principles

Ampelmann is committed to contributing to the United Nations Sustainable Development Goals (SDGs) and expects its suppliers to do the same. Suppliers comply with applicable national and international environmental and social laws, take measures to prevent or limit pollution and waste, respect the rights of local communities in the areas where they operate, and make environmental and social risk management a priority.

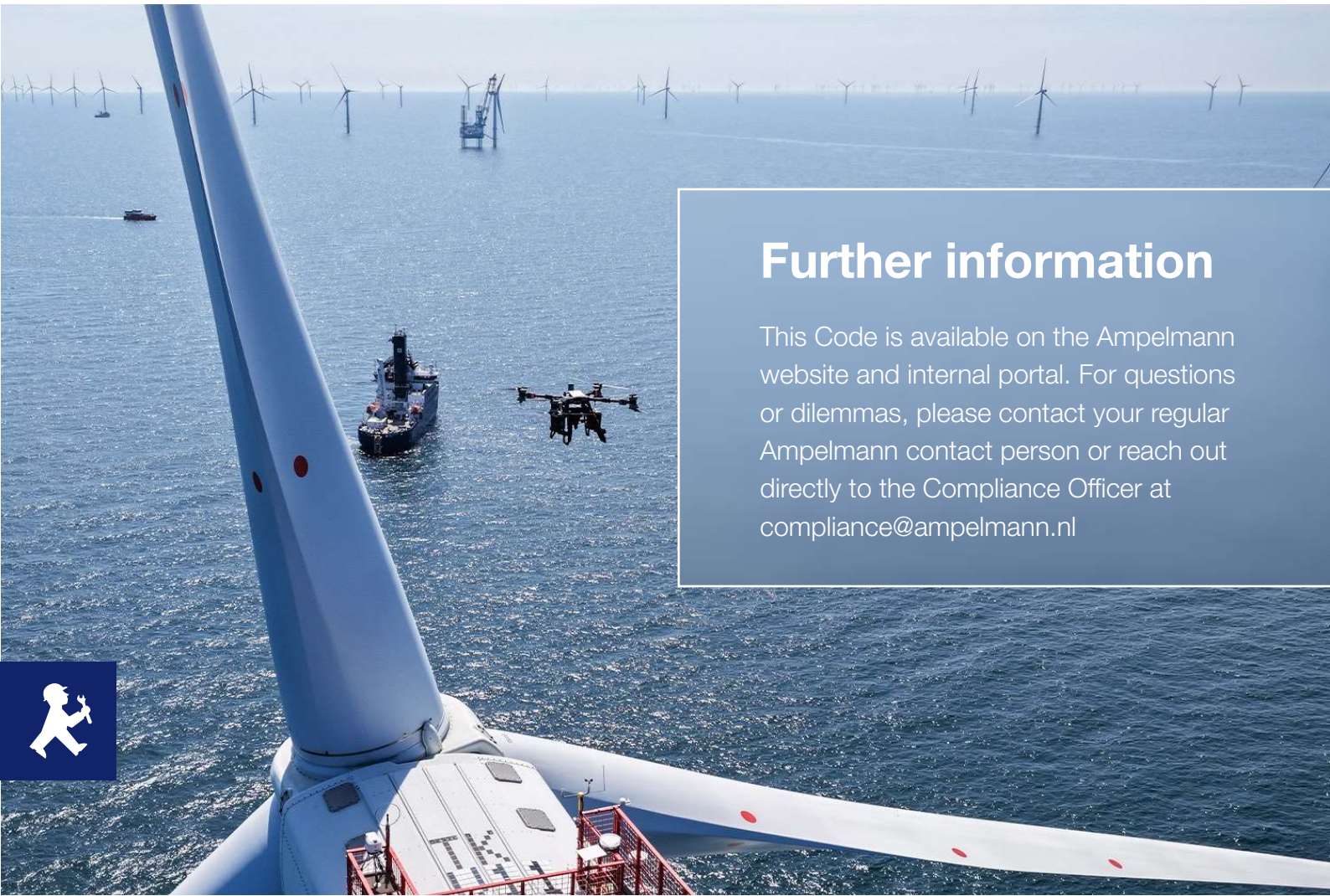
Safety and health

Safety and health are the highest priority at Ampelmann. Suppliers performing work for Ampelmann adhere to our safety standards and pursue zero incidents and zero accidents. Suppliers continuously improve their health, safety and quality management systems and deploy only dedicated, professional, qualified and experienced staff.

Compliance and enforcement

Every supplier is expected to avoid any behaviour that constitutes or may constitute a breach of this Code, regardless of the location, local customs or any perceived benefit.

Ampelmann periodically reviews its contracted suppliers to monitor compliance with this Code. In the event of a material breach and insufficient improvement, Ampelmann reserves the right to terminate the agreement.



Further information

This Code is available on the Ampelmann website and internal portal. For questions or dilemmas, please contact your regular Ampelmann contact person or reach out directly to the Compliance Officer at compliance@ampelmann.nl